

NCHHSTP Workforce: Sexual Orientation and Gender Identity Representation

INTRODUCTION

NCHHSTP is committed to an inclusive and multidisciplinary workforce that values diversity of race, ethnicity, and sexual orientation and gender identity (SOGI). In 2021, NCHHSTP implemented the “Everyone Counts” Survey to gather information on SOGI diversity within the NCHHSTP workforce—the first survey of its kind conducted at CDC. This fact sheet summarizes the 2021 survey results and establishes a baseline for comparison as we monitor the future workforce.

KEY FACTS

- In 2021, 18% of NCHHSTP employees identified as a sexual minority, compared to 6% of HHS employees and 5% of U.S. federal employees.
- The proportion of staff identifying as a sexual minority is similar across all general schedule (GS) levels and varies across divisions.

NCHHSTP SEXUAL ORIENTATION AND GENDER MINORITY REPRESENTATION 2021

3X

The proportion of staff in NCHHSTP who identify as a sexual or gender minority is about three times higher than HHS and the U.S. federal government.

Legend

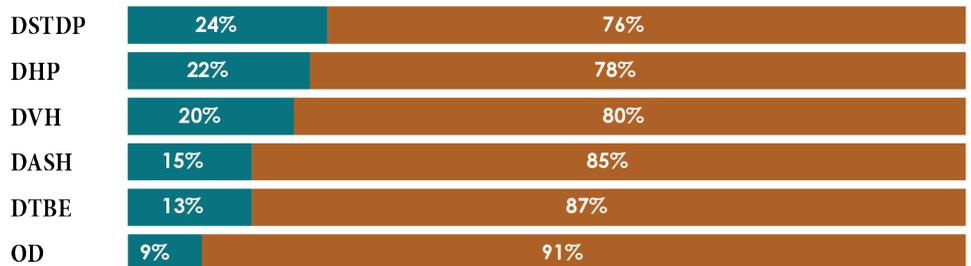
- Sexual Minority
- Straight
- Gender Minority

Sexual Minority Representation

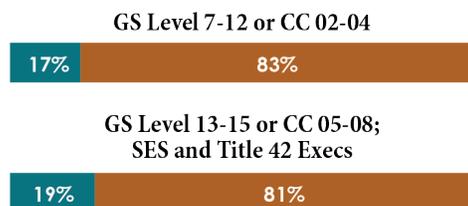
By Center



By NCHHSTP Sub Unit

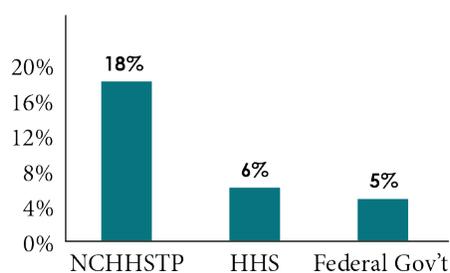


By General Schedule (GS) Level

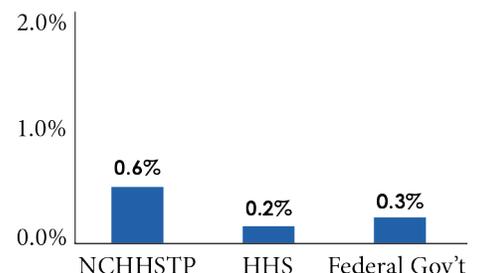


CC = Commissioned Corps
 SES = Senior Executive Service
 Title 42 Execs = Title 42 Executives

Sexual Minority Representation: NCHHSTP Compared to Federal Government



Gender Minority Representation: NCHHSTP Compared to Federal Government



Common Sexual Orientation and Gender Identity Terminology



EVERYONE COUNTS

CISGENDER PERSON

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A person whose gender identity is the same as the sex they were assigned at birth.

GENDER IDENTITY

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A person's deeply held core sense of self in relation to gender that does not always correspond to biological sex.

GENDER MINORITY

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For the purposes of the survey, persons who identified as transgender, both male and female, or as a gender not the same as the one they were assigned at birth.

HETEROSEXUAL/STRAIGHT PERSON

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A person who is emotionally, romantically, and/or physically attracted to a person of a different gender.

SEXUAL MINORITY

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For the purposes of the survey, persons who identify as something other than heterosexual (e.g., gay, lesbian, bisexual, something else).

SEXUAL ORIENTATION

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Emotional, romantic, or sexual feelings toward other people or no people. Sexual orientation is part of the human condition, and all people have one.

TRANSGENDER PERSON

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A person whose gender identity does not necessarily match their assigned sex at birth.

LGBTQ+ terminology adapted from the National Institutes of Health (NIH) Office of Equity, Diversity, and Inclusion "Sexual and Gender Minority Terms and Definitions" and the CDC Office of Equal Employment Opportunity (OEEO) Ally Training Program.